CLEANING UP THE TEAMSTERS UNION

A Three-Year Progress Report

February, 1995

TABLE OF CONTENTS

Introduction i

Cleaning Up Corruption 1

Putting the Teamsters' Financial House in Order 9

Involving Members in the Fight for a Better Future 11

Organizing Through Member Involvement 18

Grassroots Political Action 20

Building Member Participation 21

International Union Temporary Trusteeships . . . . . Appendix I

INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
AFL-CIO

OFFICE OF
RON CAREY
GENERAL PRESIDENT

CLEANING UP THE TEAMSTERS UNION: A THREE-YEAR PROGRESS REPORT

Introduction by General President Ron Carey

We have made great progress in cleaning up the Teamsters Union in the past three years -- but there is still much more to do.

The union has changed enormously since the new General Executive Board and I took office in February, 1992, as the first International Union leaders in Teamster history to be directly elected by the membership.

We are actively attacking corruption, expanding membership involvement, fighting for better contracts and pensions, and putting the union's own house in order.

- We have established temporary trusteeships in 40 local unions plagued by corruption or other serious problems.

- Members now can get action by top union officials when faced with Mob influence, misuse of funds, employer interference in local union elections, and other abuses.

- We have redirected millions of dollars in members' dues from outrageous multiple salaries and pensions for officials to programs to help locals fight for better contracts, organize nonunion workers, and investigate corruption.

More than $11 million per year was returned to the local unions by eliminating an unnecessary regional layer of bureaucracy called the Area Conferences.

- We have helped local unions develop new tactics to involve members in unprecedented ways to fight for decent wages, pensions, health benefits, job security, and working conditions.

To coordinate support to locals, we established a new Office of Strategic Campaigns, stronger trade divisions that cover locals with members in particular sectors, and reorganized headquarters departments.

25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001 • (202) 624-6800

Fish packers in Massachusetts, warehouse workers in Oregon, candy workers in Chicago, food service workers in Memphis -- all were helped by the International Union to successfully challenge attacks by their employers on their jobs, wages, or benefits.

We stopped the freight companies from shifting thousands of jobs from full-time to part-time with little or no benefits, stopped United Parcel Service from increasing maximum package weights from 70 pounds to 150 pounds without negotiating safe procedures, and helped workers in many locals save their jobs and benefits.

- We have won the first "innocent until proven guilty" rights ever negotiated in any national union contract. The protection assures that members are not put out of a job while appealing an unfair firing.

- We negotiated the largest increases in history in pension contributions for Teamsters under national contracts.

- We revamped the union's organizing program to focus on worker-to-worker communication and outreach -- a new, long-term approach that is already beginning to pay off at Overnite Transportation and other companies in the freight industry.

Last year, the net drop in membership -- 17,000 -- was less than half the 40,000 drop in 1991 (the year before I took office) and 43 percent less than the average annual drop from 1979 to 1990, when the union lost a total of 440,000 members.

- In a major shift from the past practice of handing out money to anti-labor politicians, we have begun to build a grassroots political action program and to form new alliances with other unions, public interest groups, and community organizations.

- Members who used to be treated "like mushrooms -- fed manure and kept in the dark" -- now receive regular communications from the union and are given the opportunity to express dissenting views in the union's national magazine.

- Through the new Teamsters Human Rights Commission, we have opened the union to greater participation by <u>all</u> members, regardless of gender, race, or ethnic background.

- A greatly expanded education program helps members, stewards, and local officers strengthen the union at the workplace. Representatives from more than 100 local unions participate in a new Local Education Coordinator program. This program trains members, local officers, and staff to develop effective education programs in their local that will produce better service for the members.

1995: THE NEXT STEPS TOWARD REFORM

We've made historic progress in all these areas, but the job is not finished, and more must be done in the coming year:

- **"Teamster Pension Funds: It's The Members' Money."** We will intensify efforts to help members win pension justice. While the International Union negotiates the amount of employer contributions to pension plans under national contracts, decisions about benefit levels and plan rules are made by trustees of the plan.

  - We will continue to work cooperatively, where possible, with the trustees who control the pension funds to improve benefits.

  - Where necessary, we will support the kind of campaigns now going on in central Pennsylvania, New England, and Central States to persuade trustees to stop denying members benefits they have earned.

  - We will continue Ethical Practices investigations like those at Chicago Local 705 and New York Local 810, which have uncovered serious abuse of members' pension money.

  - Our grassroots political action program will involve members and retirees in fighting proposed actions by Congress that could undermine Social Security.

- **Justice on the job.** We will take new steps to improve grievance procedures, which members count on for protection when they face firings, blacklisting, or other unfair discipline on the job.

We won important new rights in national contracts. We now must work with local unions and members to make sure those rights are enforced.

- **Spending within dues income for the first time in 12 years.** We expect the steps we have taken to cut and reorient spending will make 1995 the first year since 1983 when International Union expenses will be within dues income.

We expect to reach this goal despite having created major new programs to investigate corruption, get members involved in organizing, and develop new tactics to take on unreasonable employers.

- **Building for a reform convention.** We will build membership awareness of the importance of the July, 1996 International Union Convention, where local union delegates will have the power either to strengthen members' democratic rights or to tear up the union's constitution to undo the reforms of the past three years.

- **Local education.** We will continue to expand our education programs for local officers, stewards, and rank-and-file members -- especially newly elected local officers who want help reorienting their locals toward greater democracy and membership participation.

▪ **New guidelines to fight corruption.** The Teamsters Ethical Practices Committee will issue guidelines to help local officers and members eliminate recurring types of corruption.

▪ **Grassroots political action.** We will intensify our efforts to help locals set up programs for voter registration, phone banking, door-to-door canvassing, and one-on-one outreach in workplaces.

- Following up on our successful "TeamsterGram" campaign two years ago, when thousands of members and retirees signed individual statements to Congress about legislative priorities, we have asked local unions to circulate a new TeamsterGram that supports the Teamster-backed "Program For An America That Works."
- The Program provides an alternative to the so-called "Contract With America." It was developed jointly with Ralph Nader and major grassroots organizations such as Citizen Action, ACORN, Clean Water Action, Friends of the Earth, National Family Farm Coalition, and Jobs With Justice, which includes AFSCME, SEIU, CWA, ACTWU, UMWA, UE, and other labor and community groups.
- We will work with those organizations and many others to coordinate grassroots actions to pressure corporations and public officials for policies that benefit all Americans, and not just the corporate special interests.
- We are also helping locals in states with elections in 1995 -- such as Kentucky, Mississippi, Louisiana, and Virginia -- to expand voter registration campaigns.

▪ **Worker-to-worker organizing.** After training thousands of members to be Teamster Organizing Volunteers in the past six months, we expect to train another 1,000 during 1995.

▪ **Fighting for better contracts.** In addition to helping hundreds of local unions with contract campaigns, we will conduct national bargaining this year for our 15,000 members in the carhaul industry, where we won major gains in 1992 through the use of an innovative community campaign at truck rental locations of Ryder, the largest carhaul employer.

▪ **"A Strong Union Involves Everyone."** We will follow up on our highly successful International Women's Conference held last year with a series of eight regional women's conferences in order to bring the same nuts-and-bolts information and opportunity to participate to women throughout the union. A civil rights conference is also in the planning stages. We will continue to develop special education programs and materials for our Spanish-speaking members.

The ride toward reform has not always been smooth. Creating new programs to solve problems that built up in a large organization over 88 years naturally involves a certain amount of trial and error.

In addition to the pressures felt by all labor unions during this period, we have had to overcome resistance to change from those who benefitted from the old system -- including employers, anti-labor politicians, some union officials, and the Mob -- who want to return the union to the way it was.

Their efforts will continue to complicate the difficult task of reform. But working together with members and many local officers, we will continue the fight to give this union back to the members.

CLEANING UP THE TEAMSTERS UNION: A THREE-YEAR PROGRESS REPORT

CLEANING UP CORRUPTION

Since Ron Carey and the General Executive Board took office in 1992, the International Union has used a combination of tools -- including temporary trusteeships, Ethical Practices Committee investigations, internal union charges, General Executive Board appeals, and civil lawsuits -- that were rarely, if ever, used in the past to root out corruption within the union.

The Teamsters Ethical Practices Committee, (EPC) which includes officers and rank-and-file members, was created by Carey to investigate complaints of corruption or serious wrongdoing that pose an imminent danger to the welfare of the union. Since its inception, more than 1,000 complaints have been handled by the EPC.

In the last three years, Carey has placed 40 local unions in temporary trusteeship because of charges of corruption or other problems.

The number of appeals brought before the General Executive Board (GEB) concerning election cases and internal union charges has increased dramatically as well, now that Teamster members have confidence that they will get a fair hearing at the International Union level. In 1994, the GEB heard 106 appeals from decisions made at the local and joint council level -- more than double the 52 cases decided by the GEB in 1987.

Some examples of areas in which the International Union has taken action are summarized below. A complete list of the temporary trusteeships established by Carey is contained in an appendix to this document.

FIGHTING CORRUPTION IN LOCAL UNIONS

Pension and Health and Welfare Fund Abuses

In February, 1995, Carey announced a class action civil RICO suit by Chicago Local 705 members against several former officials of the local, its attorney, and the head of its medical clinic for defrauding the local's pension and health and welfare funds of $4 million.

Carey established a temporary trusteeship of Local 810 in New York City based largely on the officers' mishandling of the pension and health and welfare funds. There were complaints of untimely processing of health benefits, questionable employment by the funds of union officers family members, and a questionable "associate member program" that provided benefits to non-Teamster members. Removal of the trustees of the funds was upheld in court.

After Carey placed Local 125 in Little Falls, New Jersey, in temporary trusteeship, the trustee filed charges against the former top officers of the local and trustees of the pension and health and welfare funds. He alleged that they breached their fiduciary duties and misappropriated union funds for their own personal use. Carey convened a panel to hear the charges, and a decision is pending.

Financial Malpractice

San Jose Local 576 was trusteed when an International Union audit revealed that the principal officer spent $16,000 in local union funds for personal travel, home renovation, and car repairs. The local also spent more than $17,000 on a gift and a retirement dinner for its former president, the father of the current president.

Carey trusteed Chicago Local 726 after the local president, vice president, and secretary-treasurer vacationed in the Virgin Islands at a cost of $11,000 to the local's treasury and officers gave themselves substantial bonuses without the members' knowledge or approval. This local was released from temporary trusteeship in January, 1995, after new officer elections were held. Fifty-four members in eight slates ran for office in the local's first mail ballot election, in which more than 60 percent of the membership voted.

Carey put Local 732 in Queens, New York, in temporary trusteeship because the local's principal officer, William Genoese, misappropriated union funds for his personal use, committed fraud, misrepresented the Local's financial state to the members, and engaged in other misconduct. The Carey-appointed trustee filed charges against Genoese and other officers of the local. The hearing on these charges is continuing.

Failure to Properly Represent Members, Handle Grievances

Baltimore Local 103 was trusteed when the International Union's Public Employees Trade Division received complaints that officers were failing to process grievances within time limits or even to show up to represent members at scheduled grievance hearings.

Carey placed Local 127 in Nonantum, Massachusetts, in temporary trusteeship after an International union audit found that local officers failed to handle grievances and were incapable of managing the affairs of the local. More than 200 grievances were outstanding, and the local was owed approximately $24,000 in back dues.

Violations of Democratic Procedures

Carey placed Middletown, Ohio, Local 836 in temporary trusteeship after an investigation found that an officer had fabricated or misrepresented a contract ratification vote total and that a dues increase vote may have been conducted in violation of federal law and the International Union Constitution. The audit also found severe deficiencies in bookkeeping and expenditures of union funds for officers' personal use.

Carey placed New York City, Local 363 in temporary trusteeship based on charges that officers failed to conduct general membership meetings, the local had no bylaws, an employer was permitted to appoint shop stewards, and the local's two top officers were ineligible to hold office. A Department of Labor lawsuit also alleges that legal fees were improperly paid by the local's pension fund.

Associating with Organized Crime
Chicago Local 738 was trusteed when the Independent Review Board charged that the local's principal officer had an ongoing relationship with La Cosa Nostra. The IRB is the court-approved three-person investigative panel established under the consent decree between the U.S. Department of Justice and the previous General Executive Board to settle racketeering charges.

Carey placed Chicago Local 743 in temporary trusteeship when the IRB charged that the principal officer, Robert Simpson, allowed a La Cosa Nostra associate who had been banned from the union to continue to participate in the local. Officers gave local union cars to retiring officials (including the LCN associate) in violation of the local union bylaws.

After an investigation prompted by IRB charges found that officers of Local 813 in New York City willfully failed to investigate allegations of organized crime domination within the local, Carey placed it in temporary trusteeship.

Blacklisting, Intimidation, and Violence Against Teamster Members
Carey ordered Houston Local 988 business agent Scott Hendries terminated from employment with the local for blacklisting. An Ethical Practices Committee panel found him responsible for the firing of two members from their jobs with freight companies because they opposed the local leadership.

Carey suspended seven members of Chicago Local 705 from office for periods ranging from two months to three years when an EPC panel found that the members disrupted local union meetings, assaulted an Assistant International Union Trustee, and threatened an International Representative.

Nepotism
Ron Owens, President of Detroit Local 299 and Director of the International Union Carhaul Division, was suspended from union office for six months by Carey for the appearance of nepotism.

Dual Unionism
As a result of an EPC investigation, Carey prohibited six former officers of the Chicago Local 703 from seeking, accepting, or holding any Teamster office for various periods of time for attempting to get members to secede and disaffiliate from the local and join a non-Teamster local union in anticipation of a government trusteeship.

Carey trusteed New York City Local 966 based on evidence that the local's former principal officer improperly agreed to purchase an insurance plan, supposedly for Local 966 members, but actually to benefit other non-Teamster, independent unions run by relatives of him and the local's attorney. Carey's trustee filed charges against the officer for the insurance scam, as well as for helping other unions raid Teamster locals and other AFL-CIO unions. A hearing has been held on the charges, and a final decision is pending.

Local Unions Not Financially Viable
Local 9 in San Francisco was placed in temporary trusteeship when an International Union audit showed that the local had negative cash assets of $16,600 and obligations of at least $22,400. The auditor also found $30,000 worth of checks for withholding taxes for the local's one employee that were never mailed to the appropriate government agency. The local had only 100 members.

CORRECTING LOCAL UNION ELECTION IMPROPRIETIES

The Teamsters International Union Constitution specifies that Teamster members and candidates may file election complaints with their joint councils and may appeal the joint council's decision to the General Executive Board. Under previous Teamster administrations, the International Union routinely "rubber stamped" the joint councils' decisions.

Ron Carey and the GEB are holding local unions to a higher standard to ensure that elections for local union officers are fair for candidates and the voting members. Election appeal cases now receive an impartial review, regardless of who files the protest or who is involved. Many of these cases have involved misconduct by one or more of the candidates or election officials. In others, the election process was simply flawed to the point where it could not be considered fair. Examples include:

Mail Ballots
Members of Local 710 in Chicago had been asking the Joint Council/International Union for years to order mail ballot election of officers because the local's jurisdiction covers such a wide geographical territory that in-person voting made it difficult for many members to vote. Their requests were always refused. Carey ordered a mail ballot election that resulted in much greater membership participation.

Employer Involvement
At Local 528 in Atlanta, the GEB ordered a new election because employers permitted supporters of the incumbents to leave work to vote but denied similar requests from supporters of the challengers.

Improper Campaigning
The GEB ordered an election rerun at Local 507 in Cleveland because business agents who were running for office were campaigning on their work time at members' work sites.

Election Fairness
An election at Local 104 in Arizona was overturned when duplicate ballots caused confusion resulting in more than 450 ballots not being counted. In a similar case, an election at Roanoke, Virginia, Local 171 was overturned when a large number of ballots were voided because members did not sign the ballot return envelopes.

REBUILDING LOCALS FROM THE BOTTOM UP

The International Union has helped strengthen local unions and make corruption less likely by increasing democracy and member participation. Carey developed and distributed Model Local Union Bylaws that set a standard for membership democracy across the union. Many locals have instituted reforms based on these model bylaws. Examples are...

Local 512: Jacksonville, Florida
Bylaw reforms -- based on the Model Bylaws -- were passed by members of this local over a two-year period. The reforms include:

- Election of stewards.
- Mail ballot elections for all officers, run by an independent agency.
- Membership votes on officer salaries and benefits and local work rules.
- Limiting of local union officer severance pay to accrued vacation.

Local 63: Rialto, California
This 12,000-member local was in temporary trusteeship when Carey came into office and appeared likely to be carved up by other locals in the area. Carey appointed a new trustee to help clean up the local and oversee new officer elections. The local was released from trusteeship in June, 1993. The local's new officers instituted sweeping bylaw reforms, including mail ballots in all elections, membership control of local finances, and election of stewards. The new principal officer cut his salary by more than 40 percent.

PUTTING THE TEAMSTERS' FINANCIAL HOUSE IN ORDER

Dramatic reforms in union finances are among the major changes made in the Teamsters Union since Ron Carey took office in 1992. He has shifted spending from outrageous multiple salaries and pensions for officials to new programs for the members.

REVERSING PAST MISMANAGEMENT

1995 will be the first year since 1983 that Teamsters' International Union spending will be within dues income. In 1989, the IBT leadership transferred $34 million from the Strike Fund to the General Fund to cover up mounting losses. Also in 1989, the IBT General Executive Board at that time agreed to a Consent Decree with the U.S. Department of Justice to keep themselves out of jail. That agreement has cost the membership more than $50 million. In 1991, the year before Carey and the new Executive Board took office, the IBT lost $39 million.

CONTROLLING COSTS

International Union annual payroll in real dollars has gone down since 1991 by 1 percent. It was $21 million. It is now $21.3 million. Taking inflation into account, that's less than in 1991.

MORE MUSCLE FOR MEMBERS

Carey and the new General Executive Board have cut costs even though they have created new programs to fight for better contracts, organize, and fight corruption. Compared to 1991, the International has...

- 20 more staff in organizing
- 10 more staff in the new strategic campaigns program to help locals win better contracts
- 34 more staff in the trade divisions that help locals negotiate and enforce contracts in particular sectors (freight, UPS, carhaul, public employees, warehouse, construction, etc.)

In all other departments, there are 59 fewer staff than in 1991.

LESS FAT FOR OFFICIALS

New officers and staff average 14 percent lower salaries than those they replaced. Carey has cut spending that used to go to private jets and first class air travel, a free lunch for officers and staff, and a special pension fund for selected top officials and staff. He has cut his own salary by one-third. Abolishing the four U.S. Area Conferences helped eliminate a whole layer of extra salaries that had raised some officials' total salaries to over $300,000 per year, with pension contributions 10 times what a typical member receives.

REDUCING MEMBERSHIP LOSS

The rate of membership loss has been cut by more than half. The union lost more than 400,000 members in the 1980s. In 1991, the year before Carey took office, the union lost 40,000 members. In 1994, the annual drop was reduced to 17,000.

REBUILDING THE STRIKE FUND

The leaders of more than 250 Teamster local unions in the U.S. have endorsed a plan to rebuild the union's national strike fund -- but many of the former top leaders of the union are holding out instead for a special convention where they could undo the reforms of the past three years.

In 1991, the International Union Convention -- where the former leadership controlled 85 percent of the delegates -- quadrupled strike benefits *without a way to pay for it.* Bill Hogan, former head of the Central Conference, has testified under oath that he, former International Vice President R.V. Durham, and other top officials who were running for International office in 1991 agreed at the 1991 Convention that a dues increase was needed to pay for those strike benefits -- but withheld that information from the members before the election.

REVERSING THE DECLINE IN ASSETS

From 1992 until the strike fund ran out of money in April, 1994, International Union net assets went down from $154 million to $7 million. Contributing to that decline were the following...

- $100 million in strike benefits
- $34 million for pensions for local union officials under a program started by Hoffa in 1962 and ended by Carey in 1994*
- $12 million for government supervision as a result of racketeering charges against the previous leadership
- $2 million for required accounting changes
- $3 million total deficit for <u>all other items</u>

The International's net assets dropped below $20 million in April, 1994, during the national freight strike, when the union paid out nearly $30 million in strike benefits. As the IBT constitution requires a $1 per member special assessment on locals -- not on members themselves -- automatically took effect. The constitution requires that the assessment be made when the net assets of the International Union, excluding its Washington, DC headquarters building, drop below $20 million and stay in effect until net assets rise above $25 million.

*In all but a few cases, these pensions were in addition to other retirement plans that covered these officers and employees.

The impact of the assessment was greatly reduced by the elimination of the four U.S. Area Conferences. That action by Carey and the General Executive Board returned more than $11 million per year to the local unions.

Even with the assessment, the International still gets only the equivalent of 57 cents for every $1 it got in 1979. That's because of the loss of more than 400,000 members in the 1980s, and the effect of inflation during all the years since 1979.

In early 1994, Carey gave all Teamster members their first chance in history to vote on a dues increase. By a vote of 3 to 1, the members voted to solve the union's financial problems with further reforms and cuts rather than a dues increase. As a result of those reforms and cuts and continued efforts to reduce costs, International Union spending will be within dues income in 1995 for the first time since 1983, and the drop in assets will gradually be reversed.

INVOLVING MEMBERS IN THE FIGHT FOR A BETTER FUTURE

Since taking office, Carey has brought about unprecedented membership participation in the union's fight for better contracts.

By surveying members, involving them in innovative campaigns, and improving communications, the International Union has given members a key role in the fight for a better future for them and their families.

Carey has revamped the International Union's Departments and Trade Divisions to assist locals and provide greater coordination in contract bargaining and other member services.

These changes have paid off in negotiations for national contracts that cover hundreds of thousands of Teamster members, as well as in victories for smaller groups of workers who, for the first time, have benefited from International Union coordination and support.

FIGHTING FOR IMPROVED PENSIONS

In contract surveys, members almost always cite improved pensions as a top negotiating priority. In negotiations led by Carey for national contracts, the union has delivered what the members asked for, winning the largest increases in history in pension contributions for Teamsters under national contracts. In the UPS and freight contracts, the International Union negotiated enough money to allow most Teamster benefit plans to offer 25-and-Out pensions.

(The International Union does not administer pension or health and welfare plans. The union's national negotiating committees negotiate contributions to the plans. The trustees for each plan -- appointed by employers and by local or regional levels of the union -- establish the benefit levels for the plans.)

While the trustees of many plans have cooperated with the International in improving benefits, some have not. When the trustees of the New England Teamsters and Trucking Industry Pension Plan, which covers both UPS and freight members, refused to raise benefits despite the largest contributions increase in history, Carey spoke out on behalf of the members covered by the plan. Thousands of members signed petitions to pressure the trustees to provide the 25-and-Out benefit workers have earned.

Carey took the offensive against unfair changes in the rules of Central States Pension Fund that hurt members who made "self-payments" to improve their pension. The fund had previously allowed members, under certain circumstances, to qualify for improved pension benefits by making up for pension contributions lost because of layoffs, disability, and company closings. But the plan's trustees issued new rules modifying the practice and refused to allow Teamsters who had already paid with their own money to qualify for improved pensions. Thousands of Teamsters covered by the Central States Pension Fund have protested the actions of the trustees, and Carey, in a series of letters, spoke up on behalf of members' rights. As a result, the Fund trustees have restored some of the rights they had taken away.

Carey also is working in cooperation with members and local union officers to call for changes to the Central Pennsylvania Teamster Pension Fund. The former fund trustees -- two from the union and two from management -- put in place a new pension plan in 1987 without input from the membership. Pension contributions into the old plan were frozen, drastically reducing potential benefit levels for senior workers. Teamsters in 10 Central Pennsylvania locals voted to back a pension reform proposal -- developed with the help of pension experts from the International Union -- to correct unfair treatment of veteran workers and provide new opportunities for younger ones.

REFORMING MEMBERS' GRIEVANCE PANELS

Grievance procedures are the rules negotiated in contracts that give members a way to protect their livelihoods. When members are improperly disciplined, fired from their jobs, or treated unfairly, they can file grievances to resolve the problem.

In the past, the process also has been abused by some union officials as an opportunity to make special deals with employers or retaliate against members.

Carey has negotiated new rights that reduce the potential for corruption in the grievance process. New provisions in the national agreements in freight, UPS, and carhaul allow the sun to shine on the grievance process. Previously, if the union and employers made decisions on grievances behind closed doors, members had no way to know if their grievances had been handled improperly -- or even which union officials were involved in shaping the outcome.

Carey negotiated the first "innocent until proven guilty" rights ever negotiated in any national union contract. The protection assures that members are not put out of a job while appealing an unfair firing.

Along with this new protection, Carey negotiated a new "Grievance Bill of Rights" under the UPS and freight contracts that includes:

- The right of grievants and stewards to attend hearings in which they are involved.
- The right of grievants to receive copies of all grievance committee decisions involving them.
- Provisions that all cases involving a discharge or suspension must be taped, with the participants identified by name before the proceeding begins.

PROTECTING GOOD, FULL-TIME JOBS

Freight Strike

Teamsters took a stand against the sweeping national trend toward shifting good, full-time jobs to part-time with little or no benefits when 70,000 freight workers struck the nation's trucking companies for 24 days beginning on March 31, 1994. Striking workers took their cause to the public with rallies and demonstrations under a banner that won a wide public response, "Part Time America Won't Work." This first national trucking strike in 15 years defeated the companies' demands to shift work to low-wage part-timers.

Airborne Express

A new national contract covering 2,000 Teamsters who work for Airborne Express cuts back on the company's hiring of part-time workers. It also ends the use of a nonunion firm to load and unload airplanes in Oakland, California.

Carhaul Contract Campaign

Shortly after taking office, Carey turned around negotiations for the National Master Automotive Transport Agreement (Carhaul) that had been dragging on for a year by launching a major consumer information campaign against Ryder System, the company which controls 40 percent of the carhaul business. The agreement that followed stopped the spread of double-breasting in the carhaul industry, a practice that seriously threatened Teamster jobs. That carhaul agreement expires in May, 1995. Negotiations are currently underway for a new agreement covering the 15,000 Teamsters in the carhaul industry.

IMPROVING HEALTH AND SAFETY

UPS Safety Strike

Despite a court order, Carey was forced to call a one-day strike at United Parcel Service in February, 1994, when the company tried to unilaterally implement a requirement that employees handle 150-pound packages without proper safeguards. As a result of the strike, the company agreed for the first time to negotiate on the issue, and workers won an interim agreement that insures that they can't be required to lift packages that weigh over 70 pounds without help and proper lifting devices.

National Contracts
The UPS contract Carey negotiated in 1993 includes many improvements in health and safety for Teamster workers. Requirements for hazardous materials training are now part of the contract. The union's ability to pursue grievances over health and safety has been strengthened, improvements in ventilation and exhaust systems for vehicles were required, and the agreement spells out more clearly that workers cannot be disciplined for refusing to operate unsafe equipment.

The National Master Freight Agreement signed in 1994 and the National Master Automobile Transporters Agreement signed in 1992 also include significant health and safety protections for Teamster members.

INCREASING CLOUT THROUGH NATIONAL COORDINATION

In an economy increasingly dominated by national and global corporations, the International Union has put more emphasis on helping locals coordinate bargaining for members who work in the same industries or for common employers.

Carey also has devoted more resources at the International Union to trade divisions that support locals in bargaining.

Kroger National Master Agreement
Warehouse workers and drivers for Kroger, the nation's largest grocery chain, won the Teamsters' first binding national master agreement in the grocery industry, fulfilling a goal that was set three decades ago during Jimmy Hoffa's presidency but never achieved until now. The agreement, which covers 3,800 Teamsters in 16 locals, gives Kroger workers the added clout of negotiating with management together on most issues. Also, supplemental agreements covering local issues are now set to expire on the same date. The contract includes improved pension benefits, health coverage the same as that enjoyed by top Kroger management, and guaranteed nationwide transfer rights for employees if their work site is closed.

Hertz Car Rental
Through a campaign coordinated by the International Union Industrial Trade Division, 40 Teamsters in Pittsburgh beat back an attempt by the car rental giant Hertz to freeze their wages, make them pay more for healthcare, and take away their job security protection.

When Hertz locked out the members of Teamsters Local 926, the Industrial Trade Division got Teamsters working for Hertz in nine other cities involved. Pittsburgh Hertz workers went to Detroit, Philadelphia, Syracuse, Buffalo, and Washington, DC where they set up a series of surprise, one-day picket lines. The Teamsters in those cities honored the picket lines. Workers in Philadelphia stayed out for weeks. In other cities, Teamsters handed out leaflets to Hertz customers in support of the Pittsburgh workers.

The strong actions in support of Pittsburgh workers also have helped Teamster workers at Hertz in Florida and Minnesota get fairer treatment from the company in their own contract negotiations.

Trade Show Workers
Teamsters who work for trade show companies in Atlantic City, New Jersey, participated in a campaign coordinated by the International Union Trade Shows and Convention Centers Trade Division and won a new contract that protects their health care benefits and seniority rights. The workers, who had been on strike for 34 months, fought their employers' concession demands with rallies and marches, picketing in other cities, and effective pressure on politicians. The former leader of Local 331, who is now running a nonunion company, worked against the strikers, and the employer signed a deal with another union to replace them. But Teamsters General President Ron Carey worked through the AFL-CIO and made the rival union that had tried to move in on the Teamster jobs get out.

National Pipeline Contract
The International Union Building Material and Construction Trade Division helped negotiate a national agreement that includes new job training opportunities and health and welfare and pension protections for more than 3,000 Teamsters working in construction. Under the national pipeline agreement, a fund was established to train Teamsters in higher-skilled, better-paying pipeline jobs. The agreement also will allow the International Union to launch a national benefit bank that will receive employer benefit contributions for Teamsters working on pipelines outside their locals' jurisdictions. They will be able to credit the contributions back to their home-local benefit funds instead of losing the credits, as they did in the past.

MAINTAINING HIGH STANDARDS IN INDUSTRIES

Through the International Union's trade divisions, the union has helped make improvements for members in industries that traditionally have been plagued with undercutting of contracts and union standards.

Construction Division Stops "Sweetheart Contracts"
Under Carey, the Building Material and Construction Trade Division won an agreement that ended the Steelworkers Union's 20-year practice of stealing Teamster jobs by signing substandard "sweetheart" contracts with construction companies. Under the agreement, forged with help from the AFL-CIO, the Steelworkers ended their role in the large Olmsted Locks and Dam project in Illinois and Kentucky. Union contractors operating under standard building trades agreements now do the work.

Contract Standards Preserved in Movie Industry
Through the years, Teamster locals with members who work on motion picture productions have fought hard to win high standards for wages, benefits, and working conditions. However, many members have been shortchanged when some Teamster locals and locals from other unions underbid the standard contracts. Under Carey, the Movie Industry and Theatrical Trades Division has curbed this assault on Teamsters' hard-won contract standards.

USING NEW APPROACHES TO HELP LOCALS WIN BETTER CONTRACTS

Through coordination by the new Office of Strategic Campaigns, the International Union has worked with local unions as never before to develop tactics to involve rank-and-file members to fight for decent wages, pensions, health benefits, job security, and working conditions and fend off employers' attacks on basic rights on the job.

The campaigns have used innovative tactics such as community outreach, consumer leafleting and boycotts, legal action, pressure on public officials, and cooperation with other unions in the U.S. and abroad. Examples of campaigns in which the International Union has been involved are listed below.

Fred Meyer: Portland, Oregon
The International Union Warehouse Division helped four Oregon locals covering Teamster drivers and warehouse workers at Fred Meyer, one of the country's largest grocery chains, beat back the company's concessionary demands.

Workers leafleted customers at grocery stores and sporting events, held marches and rallies, displayed 30-foot banners to commuters during rush hour, and flew an airplane over Portland and Seattle with a banner asking people not to shop at Fred Meyer.

Eventually, the campaign paid off when the company agreed to a new contract that includes major increases in pension contributions and wages, new transfer rights, the elimination of the two-tier wage system and an end to the company's practice of subcontracting Teamster work.

Brach's Candy: Chicago, Illinois
With the help of a strong community coalition, Teamster members at Brach's candy plant in Chicago won a four-year contract that protects long-term employees from unfair layoffs and gives them the opportunity to retire sooner with more money.

Working with the Garfield Austin Interfaith Network (GAIN) a community group on Chicago's West Side, the International Union helped organize a campaign by workers, labor leaders, clergy, and political leaders to win the new contract.

The campaign defeated a proposal that would have relegated new hires to a permanent second-class status paid half the wages of current workers, with almost no medical benefits.

Diamond Walnut: Stockton, California
In January, 1995, 500 workers who have been on strike against Diamond Walnut Growers Cooperative for more than three years won a major victory when the National Labor Relations Board (NLRB) ruled for the second time that management was guilty of using illegal, discriminatory actions including intimidation that tainted a union representation election. The ruling preserves the cannery workers' right to Teamster representation.

Ten years ago, Diamond Walnut workers agreed to wage cuts as high as 40 percent to help the company survive financial difficulties. But after Diamond Walnut returned to profitability, instead of rewarding workers for their sacrifices, the company demanded additional concessions, including major cuts in health care. The workers struck and were locked out by the company.

Dolphin Hotel: Walt Disney World, Florida
The International Union and Local 385 in Orlando are working together to fight for the rights of 300 housekeeping and laundry workers at the Walt Disney World Dolphin Hotel who voted to join Local 385 more than a year ago but are still without a contract.

The International Union helped focus national attention on the plight of these workers by filing a federal lawsuit challenging the company's policy of discriminating against the largely non-English speaking Haitian and Hispanic workers.

Miller Beer Distributor: St. Louis, Illinois
The International Union helped Miller beer distributor drivers launch a consumer boycott campaign when Miller assigned its St. Louis franchise to a new nonunion distributor. The members of Local 133 visited to store owners and managers asking for their support, and 300 St. Louis taverns and stores agreed to stop selling Miller products. The union also rented billboards, draped "Boycott Miller" banners above busy highways, and distributed materials at grocery stores and sporting events where Miller products were sold. As a result of the campaign, the new distributor agreed to hire the Teamster members.

In addition to contract victories, this and other campaigns in the beer distributing industry have succeeded in almost entirely eliminating the industry's use of a union-busting consultant that specializes in attacking workers' right to Teamster representation.

Grief Brothers: Ft. Worth, Texas
A national committee of leaders of Hispanic advocacy organizations, put together by the International Union, helped workers at Grief Bros. win wages, benefits, and working conditions that meet industry standards. The Ft. Worth facility, which produces steel and fiberboard drum containers, paid lower wages and benefits to its mainly Hispanic workforce than it provided for non-minority workers at other facilities it owned. The committee appealed to the company owner to pay the Hispanic workers the same wages and benefits.

Kmart Warehouse: Manteno, Illinois
During an organizing drive at Kmart's Manteno, Illinois, distribution center, the Teamsters Union discovered that the company had hired undercover private detectives to spy on workers. The union obtained copies of reports by spies on such private matters as where the workers went to church, where they shopped, how many beers they drank at a bar, and what they thought about the union.

The 500 workers voted to join Teamsters Local 705 in July 1993. Shortly thereafter, the International Union helped about 50 Kmart employees file a lawsuit against the company for violating their privacy. When Kmart was ordered to turn over copies of the spy reports to the Teamsters, the union discovered that the reports had been doctored to cover up the company's wrongdoing. The case is moving toward a hearing in Cook County, Illinois. Meanwhile, the company has stalled negotiations for a first contract. With help of Local 705 and the International Union, workers are continuing efforts to get the company to negotiate.

Frionor Norwegian Frozen Fish: New Bedford, Massachusetts
A campaign coordinated by the International Union helped 110 seafood processing workers at Frionor fight off plans to use strength and agility tests to force older workers out of their jobs. National religious and women's organizations brought the protest directly to the president of Long John Silver's restaurants, the company's largest customer. The national interdenominational organization Church Women United then joined with Teamster locals across the country to distribute thousands of leaflets to Long John Silver's customers.

The International Union also arranged -- through IUF, an organization of food-related unions in 93 countries -- for European unions to protest the treatment of the New Bedford workers. The dispute became front-page news in Norway, where Frionor is based, and led to a contract that fully protects Frionor's U.S. workforce.

Dobbs International: Memphis, Tennessee
A campaign coordinated by the International Union helped nearly 100 airport food service workers at Dobbs International win back their jobs after they had been permanently replaced for a year. The workers, who prepare in-flight meals, went on strike to protest company policies that led to layoffs of older women. The workers staged demonstrations at the company, at city hall, and also at the offices of Northwest Airlines, Dobbs' main customer in Memphis. The union also placed newspaper ads, signed by community leaders, that called on Northwest to encourage Dobbs to treat the workers fairly.

Fisher Scientific: Springfield, New Jersey
Some 77 warehouse workers at Fisher Scientific stopped drastic increases in the cost of employees' health insurance and saved many jobs that appeared to be lost. A boycott was a key weapon. The union organized college students and faculty to declare their schools "Fisher Free Zones" and urge administrators not to buy the company's scientific and medical supplies until the Teamsters' dispute with the company was settled. Dozens of well-known doctors and scientists also endorsed the boycott. A dozen city governments passed resolutions supporting the workers and asking municipal agencies not to buy from Fisher.

Hasbro: Providence, Rhode Island
When a Hasbro warehouse in Rhode Island locked out Teamster workers who refused to agree to major concessions, the International Union informed the media that Barney -- the six-foot plush dinosaur and TV superstar -- would be appearing at a toy industry trade show in New York to denounce Hasbro for the way it treats workers. Hasbro had recently signed a deal to produce a "talking" Barney doll that could generate $100 million in sales, and the company did not want to see the union expand a publicity campaign and boycott. The night before the trade show was to begin, Hasbro settled on a contract that put the workers back to work and forced the company to compromise on major demands.

Pittsburgh Press: Pennsylvania
When the Pittsburgh Press proposed slashing drivers' jobs and cutting their pay, health care, and pension benefits, Teamsters and workers who belonged to other unions were forced to strike. But the workers were ready with a campaign that helped them get their message out to the public and pressure the company to treat them fairly.

Prior to the strike, workers collected pledges from community residents to cancel their subscriptions in case of a strike. Once the strike began, workers targeted advertisers with a postcard campaign, spoke at community events and meetings, and held rallies, as well as picketing the company. The campaign paid off after six months when the company agreed to a contract that saved hundreds of jobs and protected workers' benefits.

Northwest Airlines
After defeating a decertification effort that was underway among 9,000 Teamster flight attendants at Northwest Airlines when Carey took office, the International Union helped Teamsters Local 2000 make the best of a bad situation when the airline hit hard times.

An agreement provided the workers with unprecedented job protections and stock ownership in exchange for wage and benefit concessions that saved the financially strapped carrier. The agreement called for repayment of workers' investment within ten years, a guarantee that wages and vacation benefits must snap back to previous levels within three years, and a virtual ban on layoffs for four years.

ORGANIZING THROUGH MEMBER INVOLVEMENT

Under Carey, the union has developed a new approach to organizing that gets current members and retirees involved, gives workers a greater role in organizing themselves, and reaches out into communities to gain support for workers who are trying to organize.

Working with local unions, the International Union Organizing Department has recruited and trained more than 5,000 volunteer organizers to talk with non-members and explain how they personally have benefited from being in the Teamsters. This grassroots approach is beginning to pay off in the freight industry.

Overnite
Workers at four locations of the largest nonunion freight company, Overnite, have voted to join the Teamsters in recent months. (Kansas City, Indianapolis, Sacramento, and Minneapolis) The campaign to reach out to Overnite workers and other nonunion workers in freight has used new tactics like mobile information units at truck stops, national days of leafleting at nonunion truck companies, and a toll-free information hotline to allow nonunion freight workers to tell us their concerns and ideas.

Rhode Island Hospital
More than 1,800 workers at Rhode Island Hospital, the state's largest private sector employer, won one of the largest victories in the labor movement in years when they voted to join Teamsters Local 251 in December, 1993. The International Union helped the workers reach out into the community served by the hospital to gain support for their organizing effort. Religious leaders, public officials, other unions, and neighborhood organizations supported the workers. This support also helped them win a first contract in December, 1994. It provides for better pay, strong job security, improved benefits, and gives workers the right to participate in decisions about staffing and working conditions that affect the quality of care at the hospital. The workers ratified the contract by a 95 percent vote.

Pony Express
Over the past three years, 3,800 drivers for Pony Express Courier Company voted for Teamster representation in 38 separate elections at 58 locations. While the company has stalled negotiations on a first contract with the workers, the International Union has coordinated a campaign to put pressure on the company to treat the workers fairly. Tactics have included several one-day strike actions, a five-state "Journey for Justice" with Pony Express workers, and pressure on Pony's parent company, Borg Warner Securities Corp., including an appeal to General Norman Schwarzkopf, who serves on the company's Board of Directors, and to the American Committee on the Olympic Games, a customer of Borg Warner's security guard division.

Airborne Express
The help of Teamster volunteers and the involvement of workers themselves were key to 215 Airborne Express workers winning Teamster representation in January, 1995. The workers, who deliver packages and work on docks in four Wisconsin cities, are now members of Teamsters Local 344. During the campaign, more than 50 of the Airborne workers participated in organizing committees that used mailings, phone banks, home visits, and one-on-one contact with workers to build support for the election.

These new organizing approaches -- along with improved services for current members -- are helping our union cut its past rate of membership loss by more than half. Last year, the net drop in membership -- 17,000 -- was less than half the 40,000 drop in 1991 (the year before Carey took office) and 43 percent less than the average annual drop from 1979 to 1990, when the union lost a total of 440,000 members. The union lost 40,000 members in 1992 and 22,000 members in 1993. Current Teamster membership is 1,433,000.

GRASSROOTS POLITICAL ACTION

Before Ron Carey took office, the IBT's political action program, DRIVE, was best known for handing out big donations to anti-labor politicians in hopes that they would help keep top Teamster officials out of legal trouble.

Despite direct attacks on union rights and workers' take-home pay by Nixon, Reagan, Bush, and many members of Congress of both parties, top Teamster officials endorsed their campaigns. Former Republican political operative Ed Rollins was paid thousands of dollars a month for years.

Carey has shifted the focus to building a grassroots political action program that involves members, their families, and retirees in campaigns on issues that affect working people, such as good jobs, secure pensions, affordable health care, workers' rights on the job, and fair trade.

He has replaced the former Teamsters Legislative Director (who now works as a lobbyist for United Parcel Service management) with a professional staff experienced at linking Washington lobbying with grassroots action by Teamster members. Under Carey, the union's political action program has been defined by the concerns of working people, and not by ties to any particular party or politician.

Carey has also built new ties between Teamsters and other constituencies hurt by government policies that favor corporate special interests.

The new approach was reflected during the campaign which came within 18 votes of defeating NAFTA in the U.S. House of Representatives. Teamsters were a driving force in organizing fair trade caravans, rallies, petition drives, and other activities throughout the country.

The union also led the fight to protect striking workers from being permanently replaced -- a campaign which gained majority support in both houses of Congress and has now led to a pledge of an executive order by Bill Clinton.

The union is now working with members of Congress of both parties to fight efforts to gut federal oversight that affects highway and workplace safety, cut funding for programs that benefit working people, and eliminate rights that working people have won over the past 60 years.

In response to the corporate-backed "Contract With America," the Teamsters Union has launched a "Campaign For An America That Works" together with Ralph Nader, Citizen Action, Friends of the Earth, ACORN, Clean Water Action, the Family Farm Coalition, Jobs With Justice, and other organizations.

The Campaign will organize local actions to challenge corporations and politicians who are attacking the security of working Americans.

It will give out a "Hog of the Month" Award during 1995 to companies that symbolize corporate special interests that are eating away America's future.

It has also been broadcasting a radio spot, "Hogs at the Trough," in more than 80 cities.

The Teamsters Union was the first to assemble its members in Washington to confront the hostile atmosphere in the new Congress.

More than 400 Teamsters came to Capitol Hill in January to meet with members of Congress and call for "real balance" in the federal budget -- instead of giving corporations and the rich new tax breaks and subsidies.

These Teamsters returned home to mobilize other members to contact Congress on the balanced budget amendment, highway safety, and other key issues.

Teamster local unions are circulating to rank-and-file members a "TeamsterGram" which calls on Congress to act to promote good jobs, family security, and tax fairness -- not the corporate special interest program in the "Contract With America."

Individual Teamsters will sign the TeamsterGrams and add their own individual comments to Congress. The TeamsterGram program gives members an opportunity to participate directly in political action and to discuss the key issues with their local union officials and stewards.

The TeamsterGrams will be followed up throughout the year with regular visits to members of Congress while they are in their home districts, phone banks, rallies, and other events.

Instead of just sending union officials to testify in Congress, the union often brings rank-and-file workers with direct knowledge of the problem at hand. Most recently, the union brought rank-and-file workers to Capitol Hill from the Electromation plant in Indiana, where the company set up management-dominated "employee committees" in an attempt to avoid unionization.

The International Union is working with locals in states that have state elections in 1995 to develop improved programs for voter registration, phone banks one-on-one communication in workplaces, and get-out-the-vote drives.

BUILDING MEMBER PARTICIPATION

Lasting reform depends on the informed participation of Teamster members who can hold their union accountable.

In addition to getting members involved in key union programs such as collective bargaining, organizing, and political action, Carey and the General Executive Board have taken a number of other important steps to give members the tools to be active in their union.

COMMUNICATIONS

The union's national magazine, which goes to 1.4 million members and 400,000 retirees, has been transformed from a chronicle of meetings of officials into a lively, useful publication that shows members in action.

One of Carey's first reforms was to institute a letters-to-the editor section, where members voice their opinions, including sharp criticism of the policies of Carey and the General Executive Board and other union officials.

The new magazine regularly publishes articles with specific, practical information on how members can help take action to assert their rights on the job.

Under Carey, the union now publishes bulletins for members in particular companies or industries, such as UPS, freight, carhaul, and warehouse. These bulletins contain information about contract enforcement, safety and health, legislative issues, and other important topics.

During the national freight strike, the International used a fax network to provide members with a daily bulletin.

EDUCATION

The International Union has greatly expanded training programs for union stewards and local officers on how to involve members in contract enforcement and other activities.

A network of Local Education Coordinators has been established in more than 100 locals. The Coordinators are being trained to conduct steward training and other education programs in their locals.

Special training has been held for bilingual education coordinators in locals with large numbers of Spanish-speaking members.

The International has produced an innovative stewards' video that shows how to involve members in enforcing workers' rights.

It has also produced a series of new publications to give members, stewards, and local officers practical information they need in order to strengthen the union and take on difficult issues. Topics include making the grievance procedure work, building community support, fighting privatization of public services, and teaching about labor in the schools.

TEAMSTERS HUMAN RIGHTS COMMISSION

Under the theme, "A Strong Union Involves Everyone," Carey established a new Teamsters Human Rights Commission to promote participation by all Teamsters and to combat discrimination on the job, in the community, and in the union.

The Commission held a national Women's Conference last year for more than 500 members, with nuts-and-bolts workshops that sent participants home with new skills, confidence, and information on how to take part in organizing, political action, and contract campaigns and how to get other women more involved in the union. Eight regional conferences are planned for this year. A civil rights conference is also being planned.

The Commission has produced publications for members and local unions on topics such as sexual harassment, laws covering human rights issues, and rights under the Americans With Disabilities Act.

TEAMSTER INTERNATIONAL UNION TRUSTEESHIPS

As of February 17, 1995

(* Indicates New York/New Jersey metropolitan area trusteeships.)

Local/Location:	Dates:	Reasons Include:
Local 9 San Francisco	1/18/95	International Union audit found that local, which had only 100 members, had negative cash assets of $16,600 and obligations of $22,400. The local was $5,000 delinquent on per capita payments to the American Communications Association. The auditor found that checks totalling $30,000 for withholding taxes were never mailed to the appropriate government agency.
Local 11 Rochelle Pk, NJ*	7/30/93	EPC charges were filed and an audit was conducted. President and BA engaged in dual unionism by transferring 115 members to a non-Teamsters affiliated local union without their knowledge. Large sums of money unaccounted for, unauthorized expenditures, including pay raises.
Local 27 New York City*	4/03/92	Based on IRB charges of organized crime ties, corruption, financial wrongdoing, and dual unionism. The local's principal officer was an LCN member.
Local 64 Warwick, RI	9/15/92-1/05/93	A majority of the local's Executive Board resigned from the union to settle prosecutions initiated by the Investigations Officer. The local had no full-time officers or agents. Trustee assigned to negotiate contracts and preside over election of new officers.
Local 103 Baltimore	7/22/94	Based on complaints made to the International Union Public Employee Trade Division, personal representative investigation, and International Union audit. Evidence showed that: officers failed to process grievances within time limits and failed to appear at scheduled grievance hearings on behalf of members; officers misused money deducted from members paychecks for legal fund to pay local's operating expenses.
Local 125 Little Falls, NJ*	3/25/94	Local's president, who served as a pension fund trustee, was indicted for accepting $50,000 bribe in exchange for arranging a $2 million loan from the pension fund that was defaulted on by the developer to whom the money was loaned. The local's pension fund and one of its health and welfare funds were broke.

Local 127 Nonantum, MA	12/07/93-1/3/95	International Union audit found that local officers failed to handle grievances and were incapable of managing the affairs of the local. More than 200 grievances were outstanding. Local was owed approximately $24,000 in back dues from members. In-fighting and factionalism threatened local's ability to function.
Local 226 San Francisco	11/4/94	International Union audit showed the local, which was only 100 members, was not a financially viable, self-sustaining labor organization. Local was placed in temporary trusteeship to determine if it is in the best interest of the members for it to be merged with another Local.
Local 236 Paducah, KY	1/4/93	Local incurred legal fees in excess of the funds available to the local. Officers abdicated their grievance adjustment and collective bargaining duties. Principal officer failed to get Executive Board approval for various expenditures and failed to hold Executive Board meetings. In-fighting and factionalism threatened the local's ability to function in a democratic manner.
Local 237 New York City*	4/14/93-7/13/93	Local trusteed after principal officer Barry Feinstein resigned from union, facing charges by the IRB. Operated without adequate fiduciary oversight.
Local 272 New York City*	7/17/92-10/9/94	Present and former officers were indicted for racketeering for accepting payoffs from parking lot employers in exchange for permitting employers to fire members and hire non-union members without objection from the local. Also, infighting among the Executive Board interfered with the local's ability to represent members and enforce contracts.
Local 282 Lake Success, NY*	7/13/92-3/01/93 & 7/01/93	Local's president and secretary-treasurer indicted on racketeering charges of extorting money from an employer.
Local 302 Hayward, CA	11/4/94	Local not financially viable. Temporary trusteeship imposed to determine whether proposed merger is in the best interest of the members.
Local 363 New York City	2/25/94	Based on IRB charges that: officers failed to conduct general membership meetings, the local had no bylaws, questionable payments were made from the local's pension funds, an employer was permitted to appoint shop stewards, and the local's two top officers were ineligible to hold office. DOL lawsuit alleged that legal fees were improperly paid by the local's pension fund.

Local 462 Paramus, NJ*	8/15/93	Audit found serious financial irregularities, including large sums owed to the IRS. Officers failed to hold membership meetings and violated the International Union Constitution by serving on the executive board of Teamsters Local 1518 without the approval of the International Union.
Local 493 Uncasville, CT	1/29/93-4/30/93	Based on IRB charges that local Executive Board embezzled union funds by giving the local's former secretary-treasurer vacation pay he wasn't entitled to, transferring title to a union-owned car to him for one dollar, and using $10,260 of the local's money to buy him a watch. IRB and local settled the charges, then the local violated the settlement and a subsequent court order.
Local 507 Cleveland	10/19/92-2/16/94	IRB charged Exec. Bd. and 5 BAs with allowing former principle officer Friedman to participate in the local after he was suspended from office. Co-mingled operations and finances of local with Bakery Workers Local 19, operated by Friedman's wife.
Local 526 Fall River, MA	11/9/94	Based on a complaint to the EPC, an International Union audit was ordered and found that the local had a negative net worth. Reports indicated that officers planned to use funds from a restricted account to reduce the local's outstanding balances. Disputes among the executive board threatened local's ability to function.
Local 576 San Jose	11/18/94	Local's principal officer spent over $30,000 in local union funds for personal uses, such as travel, home renovation, and car repairs. Local spent more than $17,000 on a gift and dinner for its retiring principal officer, who was the father of the current principal officer.
Local 578 Los Angeles	9/08/92-1/17/95	Local was heavily in debt, more than a year behind on per capita taxes to the International Union (owed more than $110,000), owed approximately $25,000 in an unpaid loan from the International, and owed other obligations, including rent, legal fees, and workmen's compensation. The local was taking no steps to control its financial problems.
Local 669 Albany	10/29/93-1/3/95	Based on EPC charges. Secretary-treasurer engaged in financial improprieties, local lacked bylaws outlining the duties of the officers, and political infighting hampered the ability of the local to function.

Local 705 Chicago	6/16/93	Stemmed from IRB charges of financial malpractice and lack of democratic accountability within the local. Former secretary treasurer banned from the union for embezzling funds.
Local 726 Chicago	12/21/93-1/3/95	Based on EPC and IRB charges. Local President, VP, and secretary treasurer vacationed in the Virgin Islands at a cost of $11,000 to the local's treasury and officers took substantial bonuses without the members' knowledge. IRB found that in 1990 the local's officers purchased rings for themselves at the union's expense.
Local 732 New York City*	1/10/94	Audit found questionable and excessive expenditures that were depleting the local's assets. Officers failed to hold general membership meetings. Local paid reimbursements and expenses without requiring documentation. A deferred compensation plan for secretary-treasurer Genoese of $208,000 threatened the local's solvency. (IRB charges on other issues were issued after trusteeship was imposed.)
Local 738 Chicago	8/30/93	IRB charged the local's principal officer with having an ongoing relationship with La Cosa Nostra.
Local 743 Chicago	8/22/94	Based on IRB charges that the local's officers continued to allow Donald Peters, an organized crime associate, to participate in the local's affairs, despite the fact that he was permanently barred from the union. Officers also gave away three union-owned cars to retiring officers (including Peters) in violation of the local bylaws.
Local 753 Chicago	11/15/94	Independent audit revealed serious financial mismanagement, including officers' violation of federal pension laws by selling a building owned by the local to a local union pension plan and using the $1.1 million in proceeds to buy new Lincoln Continentals and increase their salaries by more than 50 percent.
Local 810 New York City*	9/13/93	Based on EPC charges that officers Dennis and Steven Silverman engaged in serious financial improprieties including: mismanagement of pension and health and welfare funds, requiring cash from staff to pay for political campaign expenses, instituting pay and severance increases without proper membership approval, and excessive and unsubstantiated expenses.

Local 813 New York City*	9/7/93	After investigating IRB charges, Joint Council 16 recommended trusteeship based on evidence that officers willfully failed to investigate allegations of organized crime domination of the local.
Local 819 New York City *	2/25/94	Based on investigation by personal representative, trusteeship alleged that: Local had at least 200 members, including friends and family of the local officers who joined solely to obtain health and welfare benefits; officers permitted management personnel at companies covered by Local 819 contracts to join the local; local had members outside its geographical jurisdiction; and the local's bylaws were not in compliance with the IBT Constitution.
Local 836 Middletown, OH	11/1/94	International Union audit found deficiencies in local's bookkeeping and violation of the law and/or the International Union Constitution on a dues vote. Local owed $31,000 to the IRS in taxes it had withheld from employees. Former secretary-treasurer received extra paychecks and may have spent union funds for personal use. Investigation found membership vote on contract may have been misrepresented or fabricated.
Local 841 Boston	4/13/93-1/1/94 (mrgd w/L25)	Based on IRB charges and joint council report that local's principal officer maintained a separate, non-Teamster local union that directly competed with a Teamsters local.
Local 851 New York City*	1/27/94	Secretary-treasurer indicted for labor racketeering for associating with LCN, accepting payoffs from employers, and not enforcing contracts.
Local 861 New York City*	3/28/94-11/1/94 (mrgd w/L810)	Officers engaged in dual unionism by administering a separate, independent union out of the Local 861 offices. Present or former Local 861 officers were officers of the independent union. Since 1989, Local 861 did not list any officer salary or salary-related expenses on LM-2 reports.
Local 916 Springfield, IL	7/18/94	An International Union audit revealed that the local's officers and staff misused union funds by: paying personal expenses for the father of the local's president, using union credit cards for personal expenses (including golf green fees), and double dipping by charging meals on union credit cards while they were receiving a per diem for the same expense. Officers and staff had to repay over $8,000 in improper expenses to the local

Local 966 New York City*	4/29/94	IRB charged that officers in the local engaged in dual unionism by organizing several non-Teamsters locals, with individuals simultaneously on the payrolls of Local 966 and a non-Teamsters local. Officers engaged in financial malpractice, including embezzling local union funds.
Local 1010 Baltimore	6/10/92-8/12/92 (mrgd w/L570)	Local was incapable of performing services to members because principal officer and long-time office manager were incapacitated for health reasons. Local owed more than $100,000.
Local 1034 New York City*	9/07/93	After investigating IRB charges, Joint Council 16 recommended trusteeship. Officers willfully failed to investigate allegations of organized crime domination within the local.
Local 1111 Houston	7/30/93	Based on EPC charges of financial mismanagement and undemocratic procedures, including failing to hold membership and Executive Board meetings.
Local 1518 Leonia, NJ*	8/15/93	Audit found serious financial irregularities. Officers failed to hold membership meetings and violated the International Union constitution by serving on the executive board of Teamsters Local 462 without the approval of the International Union.
Joint Council 16 New York City*	4/13/93-10/12/93	Joint Council 16, which had been plagued with charges of corruption, was trusteed after Feinstein resigned so fair officer elections could be held.